



ENVIRONMENTAL POLICY

Glen is a private company, based in Bristol. The Company has become a well-respected name in the marketplace and aims for the highest professional standards by anticipating and fulfilling our customers' needs and producing high quality work whilst maintaining high environmental standards. It is the policy of the Company to aim for continuous improvement in its environmental performance, and where possible to act to prevent pollution at source, taking into due consideration, Business Objectives, Employees, and the Local Community.

Glen:

Meet and where appropriate, exceed the requirements of all relevant legislation, and where no regulations exist, we shall set appropriate standards.

- Establish objectives and programs for the reduction and control of air emissions, discharges to trade effluent, discharges to land, waste disposal, energy, paper, and water use and ensure these are monitored. Increase the proportion of waste materials that are reduced, re-used and re-cycled.
- Maintain the necessary procedures to deal promptly and effectively with any environmental emergencies.
- Ensure that our recycling work minimizes the impact on the environment.
- Ensure that the local community and interested parties are kept informed with relevant information.
- Train relevant staff in environmental matters to enable them to participate in the above controls, and make them aware of our Aspects and Impacts
- We will ensure all employees are aware of the implications of not conforming to the EMS
- Review suppliers to ensure they meet acceptable environmental standards and that they supply from sustainable sources where possible and/or will encourage the adoption of similar principles by its suppliers.
- Commit to the protection of the environment.
- This policy will be kept as documented information, communicated to all employees, and made available to all interested parties as required

Managing Director

Date Reviewed: June 2024

Please Note: Any reference to 'Glen' incorporates all organisations within the Glen Group of companies including Merak UK Holdings Ltd., Glen Group Ltd, RCB Business Solutions Ltd. & Glen Group Benefits Ltd.

Prepared By	Reviewed By	Approved By	Version 4
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Document No: GGL/Policies/Environment/003			